

January 2006  
Employee Newsletter



Arkansas Department of Correction

# Advocate

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**The doctor  
is out**  
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## Ex officer charged with three counts of sexual assault

A former correctional officer at the Varner Unit has been charged with three counts of 3rd degree sexual assault after allegedly engaging in sex with an inmate.

It's the first arrest linked to an ADC officer for the crime since it became a felony in Arkansas in 2001 and since the passage of the federal Prison Rape Elimination Act in 2003.

Antonio Remley, 25, who had worked for the department for about three

years, resigned Dec. 1 after reportedly admitting to engaging in oral sex with a 33-year-old male inmate. The admission came during an investigation by ADC's Internal Affairs Division. The inmate's call to a free hotline installed by ADC for inmates to report allegations of sexual abuse prompted the investigation.

The assaults reportedly took place during a one-month period while the inmate was in punitive isolation at Varner.

It's believed that the sex

was consensual between the then-officer and the inmate, who is serving time on a robbery conviction. However, the agency's stance is that an inmate cannot fully consent. ADC has a zero tolerance policy against sexual assault or rape of inmates.

Third degree sexual assault is a Class C felony punishable by up to 10 years in prison, per incident, if found guilty.

See related column, page 2

## Year in Review: ADC met challenges, made strides in 2005

The Arkansas Department of Correction experienced its share of challenges and triumphs in 2005.

More women were heading to prison as the department was grappling with its aging prison population. At the same time, the department improved programs, added beds and began construction on facilities to handle the prison population.

During the year, the **East Arkansas Regional Unit, Mississippi County Work Release Center,**

**Delta Regional Unit, North Central Unit, Pine Bluff Complex, Tucker Unit, Benton Unit and Wrightsville Unit** were all re-accredited by the American Correctional Association.

For the first time, **Cen-**

**tral Office and Admin. East** went through the accreditation process and received a stellar review.

The **Ouachita River Unit** added more beds and

Continued on page 3



Central Office, left, and the Admin. East Building were hubs of activity in 2005. Units across the state were also busy during the year.

## Director's Corner



**Larry Norris**  
**ADC Director**

Sometimes numbers scare me, even when they look good. More times than I can count, I have read reports with nothing but pretty numbers and through every page, a little voice has chanted, "too good to be true, too good to be true." If that's how I react to good numbers, you can just imagine what a report with ugly numbers can do to me.

Not long ago, a report landed on my desk that con-

tained some of the most hideous numbers I've ever seen. It was issued a few months back by the United States Department of Justice as part of the Prison Rape Elimination Act. The report said 8,210 inmates in the nation's prisons and jails alleged sexual abuse or sexual misconduct in one year's time. That's unsettling enough, but here's the really scary part: Of those allegations, a whopping 53 percent involved sexual misconduct or sexual harassment by staff. That's right, more than half of the allegations were against staff.

Allegations of sexual abuse happen in Arkansas, too. Not very often, but in this category only one number is acceptable. And that's zero. From the moment you sign on with the ADC, you are trained on

proper relationships with inmates. You are taught to be professional, and warned against becoming too cozy with inmates. And, you are plainly told not to have sex with them. It's not right. It's against policy. And it's also a crime. Sexual abuse of an inmate is a felony that can send you to prison with a white uniform on your back.

And remember, consent is not a defense. It doesn't matter if the inmate said yes. It doesn't matter if the inmate did the propositioning. It doesn't even matter if the inmate begged you. And, no matter how the encounter might start, they all end the same way. The employee gets fired, the employee faces prosecution and the inmate is the star witness for the prosecution.

In Lincoln County, a former ADC officer just got

charged with sexual abuse of an inmate. This man has already lost his reputation and his career, and now his freedom is on the line. If convicted, he could get 30 years in prison. That's a long time for a crime that should have never happened. He was a trained correctional officer. He knew better.

In fact, every one of us knows better. But if for some reason something about relationships with inmates has slipped your mind, I would encourage you to take a refresher course at the Training Academy. We have plenty of them. More reports on sexual abuse in prisons are on the way, and I don't want any of you to be included in the numbers. They're already scary enough without you.

## Voluntary, faith-based program set to get underway at Tucker Unit

A faith-based program designed to help prepare inmates for release and reduce recidivism is set to begin at the Tucker Unit.

Operated by Ashburn, VA-based Prison Fellowship, the InnerChange Freedom Initiative will start with about 40 to 50 male inmates and add more over time. IFI will eventually provide services for 200 men at Tucker and 50 women at either the McPherson Unit or the women's facility now under construction at Wrights-

ville.

Inmates must meet certain criteria in order to participate in the voluntary 18-month program.

Arkansas is the fifth state to offer the program to male inmates and the first state to provide the opportunity to female inmates.

The goal is to "try to bring about change in the lives of these inmates," said Scott McLean, director of the Arkansas program.

"There are six core values we try to instill in each inmate," he said, explaining that

those values are integrity, responsibility, restoration, fellowship, affirmation and productivity."

IFI offers pre-release services while inmates are incarcerated and provides aftercare for one year once they get out, he said.

The program assists inmates by providing mentors, networking with employers, directing them to a nurturing church and providing counseling for the entire family, McLean said.

All of this helps boost

the inmates chances of success once he or she leaves prison walls, thus reducing recidivism, he said.

Currently, about 50 percent of inmates released from Arkansas prisons return. That recidivism rate is similar to that of prisons across the nation.

The IFI program is supported by private donations and volunteers and receives no state funding.

## Year in Review

continued from page 1

an electric fence was installed and activated at the **Varner Unit**. The projects were made possible by **inmate labor** which was also used to build DCC's Omega Technical Parole Violator Center at Malvern.

The **Tucker Unit** was top dog at the sixth annual Southern States Field Trials, earning first place in all tracking divisions.

The department received a grant from the National Institute of Corrections to provide training related to the **Prison Rape Elimination Act**.

ADC began charging inmates a **medical co-pay** in an effort to reduce the number of frivolous visits and give medical staff more time to spend with those who are truly ill.

The new **e-learning** program was implemented through the National Institute of Corrections. ADC's new **training database** became fully functional within eOMIS in January 2005.

The Training Academy launched an **annual training calendar** and began **taking training to the units**, with a monthly rotation.

The Human Resources Division hosted its **Second Annual Health Fair**.

The correctional School System awarded its **15,000<sup>th</sup> General Educational Development diploma** during its May graduation at the Cummins Unit.

The **Newport Complex** became the first member of ADC to become a Lifetime Sponsor of the Correctional Peace Officers Foundation — presenting a \$5,000 check to the Arkansas representative of the CPOF.

ADC decided to pursue a faith-based pre-release program. The voluntary **InnerChange Freedom Initiative** program will give inmates another option as they re-enter society.

ADC employees showed that they care by contributing thousands of dollars to **Hurricane Katrina Relief** as they helped out their correctional

counterparts in Louisiana. They also volunteered their time and made donations to area evacuee shelters.

In an effort to recruit and retain employees for the **Cummins and Varner units**, ADC purchased a passenger bus to provide economical and convenient transportation for employees. Riders pay \$20.00 per pay period for a seat on the bus.

A new **Internet banking system** that provides another way for friends and families of inmates to put funds on their ADC account was launched.



The **Pine Bluff Unit** hosted its first annual Security Supervisor's Retreat. The **Diagnostic Unit** started a new attendance program in recognition of outstanding security staff members.

A new steeple was installed at the **Varner Chapel** and a groundbreaking ceremony was held for the **Tucker Maximum Security Unit Chapel**. A new Mental Health Building was added at the **McPherson Unit**.

**Mississippi County Work Release Center** celebrated its 15th anniversary.

The **Texarkana Regional Correction Center** began its STAR program recognizing outstanding staff members.

**Jimmy Banks**, a former assistant Warden at EARU and now warden at NCU, won the Outstanding Deputy Warden of the

Year Award from the U.S. Deputy Warden's Association.

ADC was among the Top Ten state agencies recognized for the most **volunteer hours**.

Funding was approved during the 2005 legislation session to build an 862-bed **Specials Needs Unit** at the Ouachita River Unit.

Construction of a factory got underway at the **McPherson Unit** for use by a private manufacturing company. Under the new private sector Prison Industry Enhancement Certification Program, the company has contracted with the ADC and now employs inmates at the facility.

Legislators also made the smuggling of a **cell phone** into a prison a Class B felony and expanded the customer base for **Arkansas Correctional Industries**. New legislation also provided **extra good time** for inmates who earn a GED, complete drug treatment or receive a vo-tech training certificate. And, inmates whose meth crimes accrue after August 12 who were sentenced under the 70 percent law will be allowed to earn good time, but not as much as other offenders.

Lawmakers also approved a **cost of living adjustment** for employees and changed the name of the Post Prison Transfer Board to the **Parole Board**.

ADC hosted the **National Major Gang Task Force Conference** in Little Rock in September 2005.

**Roy Agee**, intake supervisor at the Diagnostic Unit, was named Outstanding State Employee of the Year.

Construction also began on a 200-bed women's facility at **Wrightsville** and renovation began at the **Texarkana Regional Correction Center**.

The **Character First** program was introduced to ADC and the agency participated in a state pay plan study.

## 2005 FACES & PLACES

**T**hroughout the year, the ADC Advocate focuses the camera lens on people and places across the department. Here are some of the faces and places captured in 2005.

The agency is fortunate to have such hard-working and dedicated staff and, with your continued support, looks forward to a great 2006.



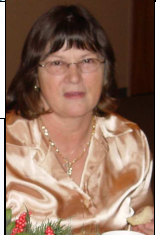
*"Far and away the best prize that life has to offer is the chance to work hard at work worth doing."*

— Theodore Roosevelt



*"People who work together will win, whether it be against complex football defenses, or the problems of modern society."*

— Vince Lombardi



# MORE 2005 FACES & PLACES



*"The strength of the team is each individual member... the strength of each member is the team."*

— Coach Phil Jackson



**T**hanks to all of our staff members who make positive contributions to the day-to-day operation of this department.

Whether your time is spent in security or non-security, you truly give meaning to the words, "honor and integrity in public service."



*"There's nothing greater in the world than when somebody on the team does something good, and everybody gathers around to pat him on the back."*

— Billy Martin

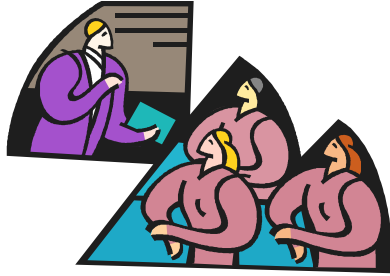
## Chaplains to meet for March regional conference in Hot Springs

A conference of the American Correctional Chaplains Association will be held March 20-22 in Hot Springs. Chaplains from the association's South-Central Region (Texas, New Mexico, Oklahoma, Arkansas, Louisiana and Mississippi) will meet at the Clarion Resort.

The conference theme is "Character Leadership in the Chaplaincy: Chaplains Manifesting Character in their Leadership."

The meeting is designed to help chaplains and ministry volunteers continue to be effective ministers in a correctional setting and help change the atmosphere of the prison with inmates and staff by showing good character.

The ACCA provides great leadership training for chaplains in correction, said ADC Chaplain Don Yancey, who is vice-president of



ACCA-SC.

"It is time for the chaplains from the South-Central Region to get together for fellowship, and to share situations and circumstances that are happening in their state," he said.

"These three days are full of learning, renewing old friendships, making new friendships and enjoying the Hot Springs area."

The event is geared for chaplains, but is also a good learning tool for those who desire to minister in a prison setting, Yancey said.

Several ADC chaplains are among those who will make presentations: Eddie Sensat, administrator of Chaplaincy Services; Don Yancey of the North Central Unit; Leonard Banks of the Cummins Unit; Kenneth DeWitt of the McPherson Unit and Gary Cox of the Wrightsville Unit.

Stacy Smith, a former ADC inmate, will be the dinner speaker on March 21. Her topic is "Prison to Purpose."

Full conference registration is \$45; one day only registration is \$25. ACA membership is 25 (\$5 discount with registration).

The special ACA hotel rate is \$75 for a single and \$92 for a double.

For details about the conference, contact ACCA-SC Secretary JoAnn West: 870-267-6236.

## Assistant wardens named at Cummins, Varner & Grimes units

**Darryl Golden**, former correctional rehabilitation facility supervisor, has been promoted to assistant warden at the Grimes Unit.

Golden began his career in 1991 as a correctional counselor.

**Kim Luckett**, formerly assistant warden at the Cummins Unit, has been transferred to Varner Supermax.

**Danny Burl**, a former assistant warden at the Grimes Unit, has been transferred to the Cummins Unit.

**Danny Burl**, right, bids farewell to staff at the Grimes Unit. He became assistant warden at the Cummins Unit in January.



## Department Briefs

**Basic Correctional Officers' Training Class 2005-Y** began on Dec. 5, 2005, with 36 cadets and 33 graduated on Jan. 13, 2006.

**BCOT Class-Z** began on Dec. 19, 2005, with 29 cadets and 27 graduated on Jan. 27, 2006.

Congratulations and welcome to the ADC family!

With all the ADC units reporting their totals, employee contributions to the **2005 United Way campaign** reached \$49,000—exceeding the department's \$40,000 campaign goal.

Many units gave well beyond what they gave in 2004. All of the contributions from each unit

are greatly appreciated.

The character trait for the month of February is **punctuality**. It means showing esteem for others by doing the right thing at the right time.

Set priorities so that you can do what matters most. Be on time.

If you've got pictures of unit activities or of staff recognitions, send them to the ADC Advocate for possible publication. Also, let the Advocate know about upcoming events at your unit or in the community involving ADC staff.

## \*\*\*\*\* ★ **Employee Spotlight:** Omie Futch ★ \*\*\*\*\*

Omie Futch has worked for the state for 13 years—11 of those with the Arkansas Department of Correction. A grievance officer at the Jefferson County Jail/Correctional Facility, Futch started her career as a clerk typist in Records at the Diagnostic Unit.

She has continually taken on new positions that offer new challenges. She became a secretary in Accounting and Institutional Parole Services, and later worked for the Department of Community Punishment (now Community Corrections) before returning to ADC.

After working as an administrative review officer at Wrightsville, she became a grievance officer at Central Office. She then transferred to the JCJ/CF in her current position as grievance officer.

Futch spends much of her day working to resolve grievances that are filed by inmates. She's also part of

### Unit Management.

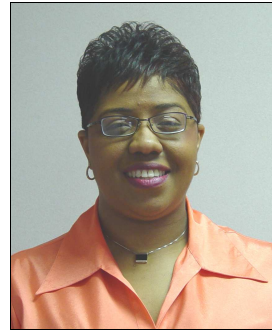
“We discuss ways to make things better at the unit for the inmates and the staff,” she said, explaining that she serves as a unit counselor under Unit Management.

But her roles at the facility don't stop there. Her duties include serving as an inmate council sponsor and law librarian/library supervisor.

“The challenge is to juggle all of these tasks,” Futch said. “You have to multi-task and I do like that.”

She said she enjoys working at JCF/CF because the work atmosphere is laid-back yet professional. "I work with a great supervisor and a great staff," she said.

The single mother of two said she strives to do the best she can wherever she is. One of her role models is Sojourner



Omie Futch  
Grievance Officer, JCJ/CF

Warden's Outstanding Service Award in 2004 and received the Employee of the Year Award for non-security at JCJ/CF in 2005.

When she's not working, the Rison native enjoys spending time with her children. She's active at Mount Harmony Missionary Baptist Church in Pine Bluff where she sings in the choir.

She also likes to attend basketball and football games.

In addition to working and caring for her family, Futch takes classes at the University of Arkansas at Pine Bluff. She is working towards a bachelor's degree and eventually plans to attend graduate school.

“Change is inevitable,” she said. “You have to prepare yourself for change through or with experience and/or education.”

Truth —an ex-slave, abolitionist, preacher and singer who dazzled listeners with her wit and originality. She became a national symbol not only for strong black women but for all strong women.

A copy of the famous “Ain’t I a Woman?” speech that Truth delivered at the 1851 Women’s Rights Convention adorns a wall in Futch’s office.

“If she could survive those times, I know I can survive now,” she said.

Futch was presented the

## Recipe Roundup .....

## Crispy Oven-Fried Chicken



Makes 6 servings--Serving size: 1/2 breast or 2 small drumsticks  
Calories 256      Fat 5 g  
Saturated fat 1 g  
Cholesterol 82 mg  
Sodium 286 mg

½ cup skim milk or buttermilk  
 1 tsp poultry seasoning  
 1 cup cornflakes, crumbled  
 1½ tablespoons onion powder  
 1 ½ tablespoons garlic powder  
 2 teaspoons black pepper  
 2 teaspoons dried hot pepper,  
 crushed  
 1 teaspoon ginger, ground  
 8 pieces chicken, skinless  
 (4 breasts, 4 drumsticks)  
 1 teaspoon vegetable oil (use  
 to grease baking pan)  
 a few shakes of paprika

**Directions:**

Preheat oven to 350° F. Add 1/2 teaspoon of poultry seasoning to milk. Combine all other spices with cornflake crumbs and place in a plastic bag. Wash chicken and pat dry. Dip chicken into milk, shake to remove excess, then quickly shake in bag with seasoning and crumbs. Refrigerate for 1 hour. Remove from refrigerator and sprinkle lightly with paprika for color. Evenly space chicken on greased baking pan. Cover with

aluminum foil and bake 40 minutes. Remove foil and continue baking for an additional 30 to 40 minutes or until the meat can be easily pulled away from the bone with a fork. The drumsticks may require less baking time than the breasts. Crumbs will form a crispy "skin." (Do not turn chicken during baking.)

**Source:**  
<http://www.nhlbi.nih.gov/health/public/heart/other/syah/ovnfrckn.htm>

## The doctor is out: Mobley retires after nearly 30 years with ADC

Dr. Max Mobley began his career at the Arkansas Department of Correction as the agency's first psychologist. He was hired in 1976 — the year a federal judge ordered the state to provide mental health programs for inmates.

During his tenure, programs have grown and developed to meet the agency's expanding needs. The inmate population has gone from a few thousand to more than 13,000. Instead of one psychologist, there are now 3 psychologist supervisors and 12 psychologists.

In the early 1980s, Mobley was named the administrator for mental health services. He became deputy director of health and correctional programs around 1987.

He oversaw mental health and medical services, the prison school district, volunteers, and the Chaplaincy program.

A graduate of the University of Arkansas, Mobley worked as a college

instructor and researcher in Kentucky and Illinois and was employed at a Russellville mental health center before coming to ADC.

Mobley said he's proud of the department's sex-offender treatment program which began in the early 1990s. More thorough assessments began in 1999 that helped identify a pattern of behavior.

Mobley is also proud of the Chaplaincy program and the educational system. The prison system used to require that inmates achieve a fourth grade education but now it offers inmates the opportunity to earn a GED.

The Morrilton native has retired to his hometown but now works part-time for ADC. He definitely doesn't plan to be idle.

"I don't see myself doing less in retirement," he said. "If anything, I will be doing more of the stuff I choose to do."

During a farewell gathering at Central Office which included Mobley's family, ADC Director Larry Norris praised Mobley for his work within the department.

"It's an honor to have worked with you," Mobley told ADC staff who have come to wish him well in retirement. "I thank you for giving me that honor and these honors today."

On Jan. 13 — his last day— staff members paid tribute to him and thanked him for his dedication.

Medical Services Administrator John Byus called Mobley a very key member of the team.

"He is a teacher and he is also a dear friend," he said.

Mental Health Services Administrator Bob Parker said he appreciated Mobley for his knowledge and sense of humor.

Mobley received a standing ovation.



Above: ADC Director Larry Norris presents Mobley with a plaque for his years of dedicated service to the agency. Mobley also received gifts of appreciation.



Above: Mobley shares a laugh with Assistant Director of Construction and Maintenance David Cruseturner after Cruseturner presented him with "the key to Office Space—The final Frontier."



Mobley bids farewell to ADC staff members who presented him with a card, a gift and words of appreciation on his last day of full-time work—Jan. 13

## Former deputy attorney general named new ADC deputy director

ADC Director Larry Norris announced that Wendy Kelley has joined the ADC family as the new Deputy Director for Health and Correctional Programs.

"Most of you are probably familiar with Wendy because of her work as a

Deputy Attorney General," he said.

"She has spent years in the courtroom, representing the ADC, its employees and interests. Because of her knowledge of the agency and its programs and goals and her leadership abilities, I believe Wendy is a wonderful

choice to replace Dr. Max Mobley. She assumes her new duties on February 15, and I encourage everyone to make her feel welcome."

Attorney General Mike Beebe appointed Kelley Deputy Attorney General for the Civil Department in 2003.

## What's next? Life after ADC could mean becoming a STAR

State Temporaries Active in Retirement or STAR is a special program designed to assist agencies/institutions with their temporary employment needs by using retirees from State government.

Under the direction of the Office of Personnel Management (OPM), the STAR program provides eligible state retirees the opportunity to return to state service in temporary assignments.

"In the last two years, we've hired 13 people through the STAR program—seven are currently working," said ADC Human Resources Administrator Kevin Murphy.

When retired ADC staff members come back as temporaries, it's a win-win situation for both sides, he said.

Retirees continue to draw their retirement, they get paid for part-time, they are eligible for regular state benefits and the agency gets a qualified and experienced worker.

"It gives us an experienced person knowledgeable about department procedures and policies and allows that person to remain active and contribute in a work setting," Murphy said.

To qualify, the person must have been off work for at least 30 days and they



Thanks to the STAR program, retiring doesn't have to mean the end of your work life.

must go through the regular process of applying for the position.

OPM maintains a file of qualified STAR participants for referral to agencies/institutions requesting a temporary employee. Each agency/institution utilizing the STAR program pays the temporary employee from extra-help positions or regular salary positions.

STAR employees hired in a regular position may accrue vacation and sick

days and may be paid for holidays if they work the last scheduled work day before and at least one hour the first scheduled work day following the holiday.

STAR employees hired in an extra-help position are ineligible for benefits except holiday pay if in pay status on the last scheduled work day and at least one hour on the first scheduled work day after the holiday.

## ACI driver to be honored for Hurricane Katrina relief efforts

For his dedication to Arkansas Correctional Industries and Arkansas Department of Correction, Michael Smith, driver for the ACI warehouse, will be presented an award that recognizes the outstanding supervisor in Correctional Industries throughout our country.

Smith will be presented with a plaque recognizing his dedication at a banquet in March. The banquet will be held during the National Correctional Industries Association's annual National Training Conference in Atlantic City New Jersey.

Smith was nominated because of his actions in ADC's efforts to assist Louisiana Department of Correction immediately after hurri-

cane Katrina. Knowing that his son would be leaving the next day to return to his military assignment in Iraq, Smith nevertheless accepted the assignment to drive a tractor-trailer rig to Baton Rouge, Louisiana to carry supplies so desperately needed by that state.

"Mr. Smith's son left for his tour of duty about the time the group of our trucks stopped for breakfast on the return trip home," said Industry Administrator Jerry Campbell. "This action typifies the dedication that this employee exhibits on a daily basis. I am sure each of you are proud of Mr. Smith and his accomplishments."

## Bass tournament set for April 25



It's almost time to kick off events for the annual Arkansas Police Olympics. The first contest on the calendar for 2006 is the bass fishing tournament.

The tournament will again be held on Narrows-Greer's Ferry. It will start off in the Narrows at Lacy's Marina on April 25. The time will be first safe light until 2:30 p.m.

The tournament calls for two people per boat. The first place prize is \$800;

second place prize is \$400, and the third place prize is \$200. A meal will be provided after the tournament along with door prizes and the final distribution of prizes. The entry fee for is \$45 per participant. Add \$10 for Big Bass for person in the boat.

Big Bass will be a 100 percent pay back to the winner.

At least one person in the boat must be law enforcement or in a related area such as corrections, fire department or emergency medical technician.

Register online at [www.arkansaspoliceolympics.org](http://www.arkansaspoliceolympics.org).

## Health Matters

### What's in this stuff? How to read nutrition facts on food labels

Food labeling is required for most prepared foods such as breads, cereals, canned and frozen foods, snacks, desserts and drinks.

Nutrition labeling for raw produce (fruits and vegetables) and fish is voluntary. These products are referred to as "conventional" foods.

The following is intended to make it easier for you to use nutrition labels to make quick, informed food choices that contribute to a healthy diet.

#### The Nutrition Facts panel has two parts:

First part: The main or top section contains product specific information (serving size, calories, and nutrient information) that varies with each food product.

Second part: The bottom part contains a footnote. This footnote is only on larger packages and provides general dietary information about important nutrients.

Nutrition Facts	
Serving Size ½ cup (114g)	
Servings Per Container 4	
Amount Per Serving	
<b>Calories 90</b>	Calories from Fat 30
% Daily Value*	
<b>Total Fat 3g</b>	<b>5%</b>
Saturated Fat 0g	0%
<b>Cholesterol 0mg</b>	<b>0%</b>
<b>Sodium 300mg</b>	<b>13%</b>
<b>Total Carbohydrate 13g</b>	<b>4%</b>
Dietary Fiber 3g	12%
Sugars 3g	
<b>Protein 3g</b>	
Vitamin A 80%	Vitamin C 60%
Calcium 4%	Iron 4%
* Percent Daily Values are based on a 2,000 calorie diet. Your daily values may be higher or lower depending on your calorie needs:	
	Calories: 2,000 2,500
Total Fat	Less than 65g 80g
Sat Fat	Less than 20g 25g
Cholesterol	Less than 300mg 300mg
Sodium	Less than 2,400mg 2,400mg
Total Carbohydrate	300g 375g
Dietary Fiber	25g 30g
Calories per gram:	
Fat 9 • Carbohydrate 4 • Protein 4	

Source: <http://www.arkansas.gov/ha/nutrition/#labels>

Check out the **serving size** first. The label facts are based on this amount. Note the serving size and how many servings per package and compare to how much you actually eat.

**Calories** are a measure of how much energy is provided from a serving of this food. The label also tells how many of the calories in one serving come from fat.

The **nutrients** listed first are the ones Americans generally eat in adequate amounts or even too much. Eating too much fat, saturated fat, trans fat, cholesterol or sodium may increase the risk of certain chronic diseases like heart disease, some cancers or high blood pressure.

Americans often don't get enough dietary fiber, Vitamin A, Vitamin C, calcium and iron in their diets. Eating enough of these **nutrients** can improve health and reduce the risk of some diseases and conditions.

Note the **asterisk (\*)** used after the heading "%Daily Value" on the upper section of the Nutrition Facts panel. It refers to the footnote in the lower section of the nutrition label, which states: "Percent Daily values are based on recommendations for a 2,000 calorie diet." This statement must be on all food labels. The remainder of the lower section provides general dietary information about important nutrients and may not be included if the label is small.

### Physical Assessments help make sure ADC officers are ready for the job



Being physically fit and able to perform the job are essential to providing security for inmates and staff at ADC units.

On July 1, 2004 physical assessments began for security personnel within the ADC. Testing of applicants had begun several years earlier.

The assessment was designed specifically for the agency and is based upon the essential physical requirements of correctional officer positions.

The passage rate of incumbents was

about 98 percent, which was very good.

Human Resources received an abundance of positive reports from employees, indicating that preparations for the test had resulted in health improvements. Several reported blood pressure control, weight loss and a general overall improvement in fitness.

The physical assessment testing began for incumbent ADC employees in order to remain consistent with business necessity and determine whether or not an individual constitutes a "direct threat" to the

health and safety of others and/or themselves.

During FY 2005, 955 incumbents have taken the physical assessment. Of those, 931 incumbents met the requirements of the test.

*"If you don't do what's best for your body, you're the one who comes up on the short end."*

— Julius "Dr. J" Erving,

## Want to get more training? e-learning is just a click away

Have you tried e-learning? Several employees have used this modern way of training. One employee completed 30 hours, which is the maximum number of training hours allowed using e-learning. Overall within the past year, 300 classes were taken with a total of 960 hours credited.

E-learning has been very successful in providing more training hours to ADC employees. Those who haven't benefited from e-learning are being challenged to give it a try.

EEO/Grievance Officer Richard Rodgers, who works at Central Office, has taken five online classes: Becoming a Manager: Lead and Develop Your Staff; A Manager's Primer for Ensuring Accountability; Competencies for Tomorrow's Manager and The Mark of a Leader.

"I love the way that you can work on them at your own pace," he said. "They are very informative and up to date."

Rodgers also likes the fact that he didn't have to drive to get training.

"I highly recommend it to anyone," he said.



Shirley Lowe, an administrative assistant at Central Office, has taken Communication Skills and Positive Attitude; Playing by the Rules; Committing to Self; Assertiveness from the Inside Out and Dynamics of Leadership—all online.

She likes e-learning because she can "arrange study time around my regular job duties and do portions of the class at a time." Plus, she was able to use her notes when taking a test.

E-learning students work with their unit trainer to schedule a time to take a test on the computer after they finish each class.

More than 140 e-learning classes are offered through the National Institute of Corrections. Some of the classes are management level in general while some are correctional specific. The classes are varied, professionally done and interactive (voice, scenarios, tests, role play, etc.). They are available at no cost to the employee or the agency.

Web-based training has and will continue to enhance the options offered by the Training Academy, Unit Trainers, and associated training agencies and seminars. In ADC's ongoing challenge to reach each learning style and generational level, e-learning gives the agency a computerized addition to existing classroom teaching. The online classes also give the department additional classes that it can offer to long-time employees who are looking for new materials. To find out how to access the classes, read the article below.

## Accessing & getting your trainer's approval for e-Learning classes



E-learning classes are easy to access. To log on, use the following web address — <http://nic.learn.com/learncenter.asp?id=178409>. Then, click on the **Professional Skills Development Library**. Add this link to your favorites list to make it easier to access each time.

See the following four options at the bottom of the screen: **Executive Level, Senior Level, Manager Level, and Supervisor Level**. If you're unsure of which level to select, begin with the Supervisor Level.

After selecting skill level, you'll see an alphabetical listing of related classes. Click on the info tab to the

right of the class name to see a description of the class. It will also tell you who should take the course, the course objectives, and how long the course should take. If you want to take the class, scroll to the bottom and click on **Click Here to Apply**.

When the program asks for your supervisor's email address, enter the e-mail address of your Unit Trainer.

**NOTE:** Only your unit trainer can approve your course. Any course taken without the unit trainer's approval is invalid.

Once you have completed your class, you are required to return to your unit trainer, who will serve as a proctor during your test. **If the Unit**

**Trainer sees that the test has already been taken, the course is invalid.**

The Unit Trainer will print your grades upon your completion of the tests and enter the approved hours into the database for credit. A 75% average on the test is required to receive credit for the class.

While the use of Web-based training classes is for a limited number of hours (30 hours), ADC is offering them because it's the correct, progressive step toward employee performance and retention.

## Just call her 'Sarg'



Above: Capt. Jonna Loftis, left, and Capt. Nurzuhal Faust, right, pin Sergeant bars on Sgt. Patricia Turensky at the McPherson Unit. Also at the unit, Cpl. Linda Dykes was promoted to Sergeant.

## Management Level II completed



Above: Center Supervisor Jim Brooks of the Northwest Arkansas Work Release Center congratulates Cpl. Carla Roso for completing her Level II management course. Roso started with the ADC in 1996 and has been assigned to the NAWARC the whole time. Brooks describes Roso as "very dedicated to her job. She is a member of the ADC Honor Guard, and serves as the unit STG coordinator. She is a definite asset to our organization."

(Learn more about management level training below)



### Governor's Service Awards

December 2005

#### Retirement:

Ora Carruth — East Arkansas Regional Unit

Frances Williamson — Cummins Unit

#### 20 Years:

Charles Barnett — Cummins Unit

Ida Works — Central Office

Clayborn Carroll, Jr. — Maximum Security Unit

Lee Everett — Cummins Unit

Lee Swygart — Cummins Unit

#### 10 Years:

Edwin Evans — Varner Unit

Cynthia Hunter — JCJ/CF

Oliver Stevenson, Jr. — Cummins Unit

Theresa Wilson — Cummins Unit

Steven Smith — Delta Regional Unit

*Congratulations!*

## Interested in a management level job? Be sure to take the classes you need

Management level training is required for supervisors who supervise at least one employee or more. Employees must start with level one and then continue to the next level. The required level of training must be completed before an employee can promote to the desired grade.

**Management Level I** training for Security (Sergeant, excluding Field Sergeant) or Non-Security (Grades 12-15) consists of 46 hours. Required classes are: Administering Discipline (4 hrs); Fair Labor Standards Act (4 hrs); Grievance Prevention and Handling (5 hrs); Management Effectiveness (16 hrs); Performance Evaluation Training (4 hrs); Sexual Harassment/Sexual Misconduct (5 hrs); Interpersonal Communication. (8 hrs)

**Management Level II** training for Security (Lieutenant) or Non-Security (Grades 16-20) con-

sists of 68 hours. Required classes include Management Level I plus: Emergency Preparedness (16 hrs); Race Relations and Cultural Diversity (4 hrs); Structured Interviewing (4 hrs); Introduction to Management (16 hrs); The Human Element (16 hrs) or The Human Element Update.

**Management Level III** training for Security (Captain/Major) or Non-Security (Grades 21 and 22) consists of 40 hours. Required classes are: Management Levels 1 and II plus Command Officer/Management School (40 hrs).

**Management Level IV** training for positions Grade 23 and higher (including unclassified positions) consists of 40 hours. Required classes are: Management Levels 1, II and III plus Executive Training (40 hrs).

## ADC Promotions and New Hires — December

### Promotions

12/04/05	Lena Kennedy	Sergeant – Delta Unit
12/04/05	Steven Ricketts	Sergeant– Pine Bluff Unit
12/04/05	Robert Gragson	Sergeant– Diagnostic Unit
12/08/05	Jonna Loftis	Captain – McPherson
12/18/05	Leah Darrow	Sergeant – Ouachita
12/18/05	Clayton LaGrone	Captain – Delta
12/18/05	Michael Ferricher	Sergeant – Maximum Security Unit
12/18/05	James McClendon	Lieutenant – Cummins
12/19/05	Nancy Cummings	Sergeant – Wrightsville
12/25/05	David Foster	Sergeant – NCU

### New Hires

12/01/05	Carey Melissa Rush	Document Examiner III – Human Resources
12/05/05	Shonell Gladney	Secretary I – Wrightsville
12/05/05	Johnny Harrison	Agri Unit Supervisor – Cummins
12/05/05	Larry Cantrell	Maintenance Supervisor 1 – Construction
12/05/05	Kristi Quarles	P.C. Support Specialist – IT
12/05/05	Gregory Munson	P.C. Support Specialist – IT
12/05/05	Burt Michael Daniels	Sergeant – Ouachita
12/12/05	Casey Hart	P.C. Support Specialist – IT
12/16/05	Ernest Evans	Chaplin – Grimes
12/19/05	Michael Quattlebaum	Agri Unit Supervisor – Industry
12/19/05	Mark Cannon	Maintenance Supervisor I – Construction
12/19/05	Martha Block	Food Production Manager I – Delta
12/19/05	Connie Dunkin	Secretary I – Ouachita
12/20/05	Edward Jarrett	Construction Maint. Supervisor 1 – McPherson
12/20/05	Jacinda Akins	Secretary I – Wrightsville
12/27/05	Miranda Cockerill	Correctional Counselor – Ouachita
12/27/05	Kem Reeder	Chaplin – Ouachita
12/27/05	Tammy Emery	Document Examiner I – Grimes
12/27/05	Michelle Ribble	Document Examiner I – Ouachita
12/27/05	Nicole Collins	Correctional Counselor – Ouachita
12/27/05	Kenitra Brown	Correctional Counselor – McPherson
12/27/05	Shanielle Cloird	Correctional Counselor – Wrightsville

***Congratulations!***



### Classes added to 2006 schedule:

#### February

21	Race Relations/Cultural Diversity	8 a.m.	HR
21	Performance Evaluation	12:30 p.m.	HR
22	Fair Labor Standards Act	8 a.m.	HR
23	Structured Interviewing	8 a.m.	HR

#### March

1-2	Introduction to Management	8 a.m.	TA
7	Interpersonal Communication	8 a.m.	TA
16	Grievance Prevention/Handling	8 a.m.	HR
17	Sexual Harassment/Misconduct	8 a.m.	TA
20	Fair Labor Standards Act	8 a.m.	HR
21-22	Management Effectiveness	8 a.m.	TA
23	Race Relations/Cultural Diversity	8 a.m.	HR
23	Performance Evaluation	12:30 p.m.	HR
24	Structured Interviewing	8 a.m.	HR
27	Administering Discipline	8 a.m.	TA
27	Performance Evaluation	12:30 p.m.	TA

#### May

22	Grievance Prevention & Handling	9 a.m.	East Arkansas
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**Be sure to check out the classes added to 2006 Schedule above**

*"The beautiful thing about learning is that no one can take it away from you."*

— B.B. King

## FEBRUARY TRAINING SCHEDULE

\*denotes Regional

		Training at Cummins		
Date	Title	Time	Length	Location
1	The 7 Cs of Leadership	8 a.m.	4 hrs.	TA
1-3	Computer Crime	8:30 a.m.	21 hrs.	LR (CJI)
2	Race Relations/Cultural Diversity	8 a.m.	4 hrs.	HR
2	Administering Discipline	8 a.m.	4 hrs.	TA
2	Performance Evaluation	12:30 a.m.	4 hrs.	TA
2-3	The Human Element	8:30 a.m.	14 hrs.	LR (Inter-Agency)
6-10	Executive Training	8 a.m.	40 hrs.	SEARK
6	Horse Barn Supervisor Class	8 a.m.	4 hrs.	Grimes
6	Racial Profiling	8 a.m.	4 hrs.	TA (Inter-Agency)
6	Transportation Training	8 a.m.	8 hrs.	TA
6	*Administering Discipline	8 a.m.	4 hrs.	Cummins
6	*Performance Evaluation	8 a.m.	4 hrs.	Cummins
7	Horse Barn Supervisor Class	8 a.m.	4 hrs.	Tucker
7	*Interpersonal Communications	8 a.m.	8 hrs.	TA
7	Dealing Effectively with the Media	8:30 a.m.	7 hrs.	LR (CJI)
7-9	Crime Scene Tech. Cert. Program	8:30 a.m.	21 hrs.	LR (CJI)
7	21 Irrefutable laws of Leadership	8 a.m.	8 hrs.	TA
8-9	*Management Effectiveness Training	8 a.m.	16 hrs.	Cummins
9	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
9	Roadmap for Success	8 a.m.	8 hrs.	TA
10	*Sexual Harassment/Sexual Miscond.	8 a.m.	5 hrs.	Cummins
13	*Grievance Prevention & Handling	8 a.m.	5 hrs.	Cummins
13	Sexual Harassment/Sexual Miscond.	8 a.m.	5 hrs.	TA
13-14	Tactical Officer Survival School	8 a.m.	16 hrs.	TA
13-15	Basic Spanish for Law Enforcement	8:30 a.m.	21 hrs.	Faulkner Co. Sheriff Ofc. (CJI)
13-17	Firearm Instructor School (ALETA)	8 a.m.	40 hrs.	ALETA (Camden)
13-17	Information Tech. CLIP Cert.	8 a.m.	40 hrs.	HR
14	*Fair Labor Standards Act	8 a.m.	4 hrs.	Cummins
15	*Field Training Officer	8 a.m.	8 hrs.	Cummins
15	Seventeen Laws of Teamwork	8 a.m.	8 hrs.	TA
15	Hazmat Awareness	8 a.m.	8 hrs.	TA
15-16	Emergency Preparedness Training	8 a.m.	16 hrs.	TA
16	*Adult CPR & AED	8 a.m.	8 hrs.	Cummins
16	Grievance Prevention & Handling	8 a.m.	5 hrs.	HR
16	Terrorism Awareness	8 a.m.	6 hrs.	TA
16	Change Changes You	8 a.m.	4 hrs.	TA
16-17	Basic Digital Photography	8:30 a.m.	14 hrs.	LR (CJI)
17	Incident Response to Terrorist Bombing	8 a.m.	4 hrs.	TA
17	Courtroom Testimony	8:30 a.m.	7 hrs.	LR (CJI)
20-24	Nutrition, Health & Wellness CLIP Cert.	8 a.m.	40 hrs.	HR
20-21	Management Effectiveness Training	8 a.m.	16 hrs.	TA
21	The Bulletproof Mind	9 a.m.	6 hrs.	LR (CJI)
23	Gangs/Security Threat Groups	8 a.m.	8 hrs.	TA
27-28	Introduction to Management	8 a.m.	16 hrs.	TA

## OPEN ENROLLMENT (Year round)

- **AWIN Radio Training** — As scheduled by your Unit Trainer
- **Advanced Drivers Techniques** — As scheduled by your Unit Trainer
- **Internet-Based e-Learning Classes.**  
Classes provided by National Institute of Corrections  
Contact your unit trainer for information

The following **open enrollment, Inter-Agency classes** are offered in Little Rock.  
They vary in length

Who Moved My Cheese (Little Rock)  
Emotional Intelligence  
FISH  
Dealing with Difficult People  
Conducting Effective Meetings  
Defensive Driving  
Train the Trainer  
CPR  
Presenting Testimony  
Basic First AID  
Workplace Diversity

**MARCH TRAINING SCHEDULE**

Date	Title	Time	Length	Location
1	Change Changes You	8 a.m.	4 hrs.	TA
1-3	Advanced Bloodstain Pattern Analysis	8:30 a.m.	21 hrs.	LR (CJI)
2	Administering Discipline	8 a.m.	4 hrs.	TA
2	Performance Evaluation	12:30 p.m.	4 hrs.	TA
2	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
2-3	The Human Element	8:30 a.m.	14 hrs.	LR
3	Intro. to Computers & Basic Internet Nav.	8 a.m.	4 hrs.	HR Lab
3	Structured Interviewing	8 a.m.	4 hrs.	HR
6	Racial Profiling	8 a.m.	4 hrs.	TA
6-7	Using Microsoft Word	8:30 a.m.	14 hrs.	LR (CJI)
7	Inmate Grievances	8 a.m.	4 hrs.	HR
8-9	Managing Informants & Coop. Witnesses	8:30 a.m.	7 hrs.	Texarkana PD (CJI)
13	Interpersonal Communication	8 a.m.	8 hrs.	TA
14	Field Training Officer	8 a.m.	8 hrs.	TA
14	Adult CPR & AED	8 a.m.	4 hrs.	TA
14	Anger Management/Conflict Resolution	8 a.m.	4 hrs.	TA
14-15	Death Investigation for Law Enf. & Coroners	8:30 a.m.	14 hrs.	U of A Monticello (CJI)
15-16	Management Effectiveness	8 a.m.	16 hrs.	TA
15-16	Introduction to Computers	8:30 a.m.	14 hrs.	LR (CJI)
16	Civil Liability for Law Enforcement	9 a.m.	6 hrs.	LR (CJI)
20-24	Horse Training Class	8 a.m.	40 hrs.	Wrightsville
21	Internet Researching & E-mail	8:30 a.m.	7 hrs.	Little Rock (CJI)
23	Leadership, Security & Body Language	8 a.m.	4 hrs.	TA
27-31	New Riders Class	8 a.m.	40 hrs.	Cummins
27-31	Crisis Negotiations	8:30 a.m.	40 hrs.	LR (CJI)
28-30	Basic Crime Scene Processing	8:30 a.m.	21 hrs.	Ft. Smith (CJI)
28-29	Introduction to Management	8 a.m.	16 hrs.	TA
30	Sexual Harassment/Misconduct	8 a.m.	5 hrs.	TA

**APRIL TRAINING SCHEDULE**

Date	Title	Time	Length	Location
3-4	Management Effectiveness Training	8 a.m.	16 hrs.	TA
3-5	Basic Spanish for Law Enforcement	8:30 a.m.	21 hrs.	Texarkana P.D. (CJI)
4	Administering Discipline	8 a.m.	4 hrs.	TA
4	Performance Evaluation	12:30 p.m.	4 hrs.	TA
5	Field Training Officer	8 a.m.	8 hrs.	TA
5	7 Cs of Leadership	8 a.m.	4 hrs.	TA
6	Adult CPR & AED	8 a.m.	8 hrs.	TA
6	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
10	Racial Profiling	8 a.m.	4 hrs.	TA
10-14	New Riders Class	8 a.m.	40 hrs.	Wrightsville
11-13	Latent Prints	8:30 a.m.	21 hrs.	U of A Monticello
12	Leadership Values in Law Enforcement	9 a.m.	6 hrs.	Forth Smith P.D.
12-13	Using Microsoft Word	8:30 p.m.	14 hrs.	LR (CJI)
13	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
17	The Phenomenal Woman Seminar	8 a.m.	8 hrs.	HR
18	Sexual Harassment/Sexual Miscond.	8 a.m.	5 hrs.	TA
18	Basic Horsemanship	8 a.m.	8 hrs.	Delta Regional
19	Becoming a Person of Influence	8 a.m.	4 hrs.	TA
20	Basic Horsemanship	8 a.m.	8 hrs.	Cummins
19-20	Using Microsoft Excel	8:30 a.m.	14 hrs.	LR (CJI)
20	Inmate Profiles	8 a.m.	4 hrs.	TA
20	Basic Horsemanship	8 a.m.	8 hrs.	Varnar
20	Grievance Prevention & Handling	8 a.m.	5 hrs.	HR
24-25	Conflict Resolution for Supervisors	8:30 a.m.	14 hrs.	LR
24-25	Tactical Officer Survival School	8 a.m.	16 hrs.	TA
24	Interpersonal Communication	8 a.m.	8 hrs.	TA
24-28	Command Officer School	8 a.m.	40 hrs.	TA
25-27	Using Microsoft Access	8:30 a.m.	21 hrs.	LR (CJI)
25	Basic Horsemanship	8 a.m.	8 hrs.	East Arkansas
26	Basic Horsemanship	8 a.m.	8 hrs.	Tucker
26-27	Introduction to Management	8 a.m.	16 hrs.	TA
27	Basic Horsemanship	8 a.m.	8 hrs.	Maximum Security
28	Courtroom Testimony	9 a.m.	6 hrs.	Nashville P.D. (CJI)

**ADC  
CALENDAR****February 2006**

9-10 ACJA Mid-Winter  
Conference, LR Hilton

14 Valentine's Day

20 President's Day

**March 2006**

17 St. Patrick's Day

20 Spring begins

20-24 Southern States  
Manhunt Field Trials,  
Camp Robinson in  
North LR

**April 2006**

2 Daylight Saving Time  
begins

9 Palm Sunday

14 Good Friday

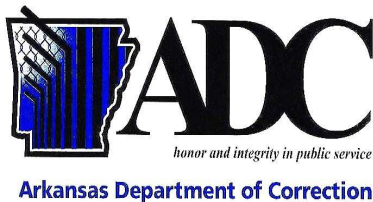
16 Easter

26 Administrative  
Professionals Day

## ADC Advocate Employee Newsletter

### ***ADC Mission Statement***

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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